

September 30, 2010

KAPP TV, KAPPD-TV, KVEW TV and KVEWD-TV

2009 – 2010 ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KAPP TV, KAPPD-TV, KVEW TV and KVEWD-TV and is required to be placed in the public inspection files of these stations and posted on their websites.

The information contained in this report covers the time period beginning October 1 2009 -- September 30, 2010 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.



10/1/09-9/30/10 Supplemental Recruit Activities Undertaken by the Station

Name of Event: Partnership in Employment 2010

Date of Event: 2/24/10

Location of Event: Spokane Convention Center

Attended by Wendy Peter, David Lee, Michelle McIntyre, Carthey Sieverding

Nature/Purpose of the Activity: Students and Alumni from WSU, EWU, Whitworth and Gonzaga attend this job fair seeking various employment opportunities.

Copies of any documentation related to your participation (registration confirmation, etc). <https://gonzaga-csm.symplicity.com/events/students.php>



2010 EEO Public File Report Form

Covering the Period from 10/1/09-9/30/10

Station(s) Comprising Station Employment Unit: KAPP TV and KVEW TV

Section 1: Vacancy Information

Job Opening	Dates	# of people Interviewed	Recruitment Source
News Photographer	10/25/09-12/23/09	3	Promoted in House
Master Control Operator	11/04/09-03/08/10	2	KVEW Website
Receptionist/Sales Assistant	11/05/09-11/17/09	2	KAPP Website
KAPP Local Sales Manager	11/05/09-07/01/10	Position not filled	
Wx Anchor Co-Host/Reporter	11/24/09-07/01/10	Position not filled	
News Anchor	11/24/09-12/23/09	1	TVJobs.com
News Reporter	11/24/09-02/08/10	1	Tape Submission
Newscast Director	02/05/10-03/05/10	3	Station Employee
PT Studio Tech (2x)	02/08/10-02/26/10	3	KVEW Website, Tri City Herald
KAPP Account Executive	03/02/10-07/01/10	Position not filled	
KVEW Account Executive	03/15/10-07/01/10	Position not filled	
News Producer	07/16/10-08/16/10	1	TVJobs.com
Studio Tech	07/28/10-08/06/10	3	Tri City Herald



RECRUITMENT SOURCES AND REFERRAL LISTINGS 10/1/09-9/30/10

Job Title	Date Position Opened	Date Position Filled	Sources Used	Hire Source	Interviewee Referral Source
News Photographer	10/25/09	12/23/09	1,2,3,5,6,8-22, 25-27,29-31	In House	Direct Call, In House (2x)
Receptionist/Sales Assistant	11/5/09	11/17/09	2,3, 32	KAPP Web Site	Yakima Herald KAPP Web Site
Master Control Operator (2x)	11/4/09	1/28/10 (1x) 3/8/10 (1x)	2,3, 5-7, 9-10, 14-15 19, 23-24, 30	KVEW Web Site(2x)	KVEW Website (2x)
Local Sales Manager	11/5/09	Not Filled	1-15, 17-33	Position not filled - Closed 7/1/10	
News Anchor	11/24/09	12/23/09	1,2,3,5,6,8-22, 25-27,29-31	TVJobs.com	TVJobs.com
Wx Anchor Co Host/ Reporter	11/24/09	Not filled	1,2,3,5,6,8-22, 25-27,29-31	Position not filled - Closed 7/1/10	
General Assignment Reporter	11/24/09	2/8/10	1,2,3,5,6,8-22, 25-27,29-31	Tape Submission	Tape Submission
Newscast Director	2/5/10	3/5/10	1-3,5-15,17-26	Station Employee	Station Employee,TVJobs.com KVEW Website
Part Time Studio			2,3,12-13,24,30		Tri City Herald,

Tech	2/8/10	2/26/10	33	KVEW Web Site(2x) KVEW Website (2x)
Account Executive - KAPP	3/2/10	not filled	1-15, 17-33	Position not filled - Closed 7/1/10
Account Executive - KVEW	3/15/10	not filled	1-15, 17-33	Position not filled - Closed 7/1/10
News Producer	7/16/10	8/16/10	1-3,5-6,8-31	TVJobs.com TVJobs.com
Studio Tech - KVEW	7/28/10	8/6/10	1,2,3,33	Tri City Herald Tri City Herald (2x), Station Employee

Referral Source	# of Interviewees Referred
Direct Call	1
In House	2
TVJobs.com	3
KVEW Website	5
KAPP Website	1
Yakima Herald Republic	1
Tri City Herald	3
Tape Submission	1
Station Employee	2

	Company	Department	Attn:	Address 1	City	State	Zip	Phone	Fax	E-mail
1	Broadcast Employment Services									
2	KAP TV									
3	KQW TV									
4	Perry Technical Institute		Tracy Stofter	2011 W. Washington Avenue	Yakima	WA	98902	453-0374		tracys@permtch.net
5	Washington State Assoc of Broadcasters	Job Bank	Bill Johnstone	724 Columbia Street NW, Suite 310	Olympia	WA	98501	360-705-0774	503-443-2488	wsabjobbank@earthlink.net
6	Oregon Association of Broadcasters	Job Service Placement	Shirley Miller	1101 S. Yakima Avenue	Tacoma	WA	98405	253-680-7242	253-680-7187	jobserv@oab.org
7	Bates Technical College									
8	University of Idaho	School of Journalism/Mass Media	Karin Clifford	P. O. Box 443178	Moscow	ID	83844	208-885-6458	208-885-6450	karin@uidaho.edu
9	University of Idaho	School of Journalism/Mass Media	Dennis B	P. O. Box 443178	Moscow	ID	83844	208-885-6458		dennisb@uidaho.edu
10	University of Idaho	School of Journalism/Mass Media	M. Secrist	P. O. Box 443178	Moscow	ID	83844	208-885-6458		msecrist@uidaho.edu
11	University of Idaho	School of Journalism/Mass Media	G. Mosely	P. O. Box 443178	Moscow	ID	83844	208-885-6458		gmosely@uidaho.edu
12	Columbia Basin College	Student Employment Office	Daphne Lightfoot	2600 N. 20th Avenue	Pasco	WA	99301	509-547-0511		dmonoran@cic.edu
13	W.S.U. Tri Cities Campus		Julie Nelson	2170 University Drive	Richland	WA	99352	509-372-7201		janelson@tricity.wsu.edu
14	Spokane Community College	Dept of Electronic Media & Film	Linda Wilson	MS 2063, 1801 N. Greene	Spokane	WA	99204	509-533-7249		wilson@ccc.spokane.edu
15	Eastern Washington University		Pam Bumapas	104 RTV Building	Cheney	WA	90004	509-359-6390		pbumapas@ewu.edu
16	University of Oregon	Broadcast Journalism Dept	Bill Morrill	1275 University of Oregon	Eugene	OR	97403	541-346-2171		bmorrill@uooregon.edu
17	Central Washington University	Career Services	Teresa Youngren	400 E. University Way	Ellensburg	WA	98926	509-963-1921		youngren@cwu.edu
18	Central Washington University			400 E. University Way	Ellensburg	WA	98926	509-963-1921		caree@cwu.edu
19	Radio KNDA	Job Listings Service	Gabriel Martinez	P. O. Box 800	Madison	WI	53719	608-271-4321	509-854-2223	gmartinez@knda.org
20	WISC	Human Resources	Jeff Ver Vood	7025 Raymond Road	Pacific Grove	CA	93950	800-237-8073		medialine@medialine.com
21	Media Line		Mark Shillstone	P. O. Box 51909	Spokane	WA	99201	509-324-4000		illib@kxly.com
22	KXLY TV		Jill Barrett	500 W. Boone Avenue	Yakima	WA	98902	574-0163		ccauthron@esd.wa.gov
23	Worksource of Yakima		Carol Cauthron	306 Division Street	Yakima	WA	98902	574-0163		ccauthron@esd.wa.gov
24	Worksource Columbia Basin		Candice Bluechel	815 N. Kellogg Street, Suite D	Kennewick	WA	99336	8007	509-865-6719	chlucehel@esd.wa.gov
25	Yakama Indian Nation		Tess French	Box 151	Toppenish	WA	98948	509-865-5121		lessf@yakama.com
26	Asian Counseling & Referral Service		Sylva Wells	720 8th Avenue South, Suite 200	Seattle	WA	98104	206-695-7590		syv@acrs.org
27	California Chicano News Media Assoc	Office Manager	Yong Lim	3800 S. Figueroa Street	Los Angeles	CA	90037	213-743-4960		yan@acnwsd.wednet.edu
28	TV-TechYES TV		Ryan Broom	KING TV, 333 Dexter Avenue	Seattle	WA	98109	509-874-2244, Ext 285		linasukawa@king5.com
29	Asian American Journalist		Loft Matuskawa	1116 S. 15th Avenue	Yakima	WA	98902	573-5020		broom.ryan@vsd.wednet.edu
30	Fort Simcoe Job Corps Center		Jacque Green	40 Abella Lane	White Swan	WA	64063	816-267-0316	816-286-1301	green.jacqu@jccops.com
31	TV News Gigs		Stacey Chaloux	218 SE Jackson Street	Yakima	WA	98901	577-7766		info@tvnewsdigs.com
32	Yakima Herald	Classified Department	Theresa		Kennewick	WA	99336	509-582-1467		commercial@tricityherald.com
33	Tri City Herald	Classified Department	Angela		Kennewick	WA	99336	509-582-1467		commercial@tricityherald.com